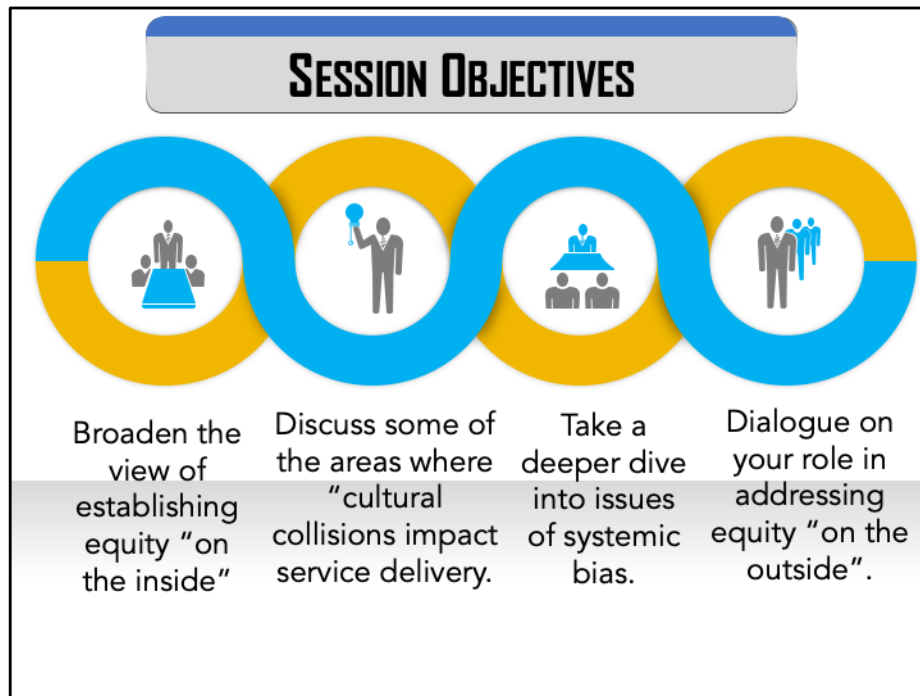


PARTICIPANT MANUAL

BRHD Managers Session Two

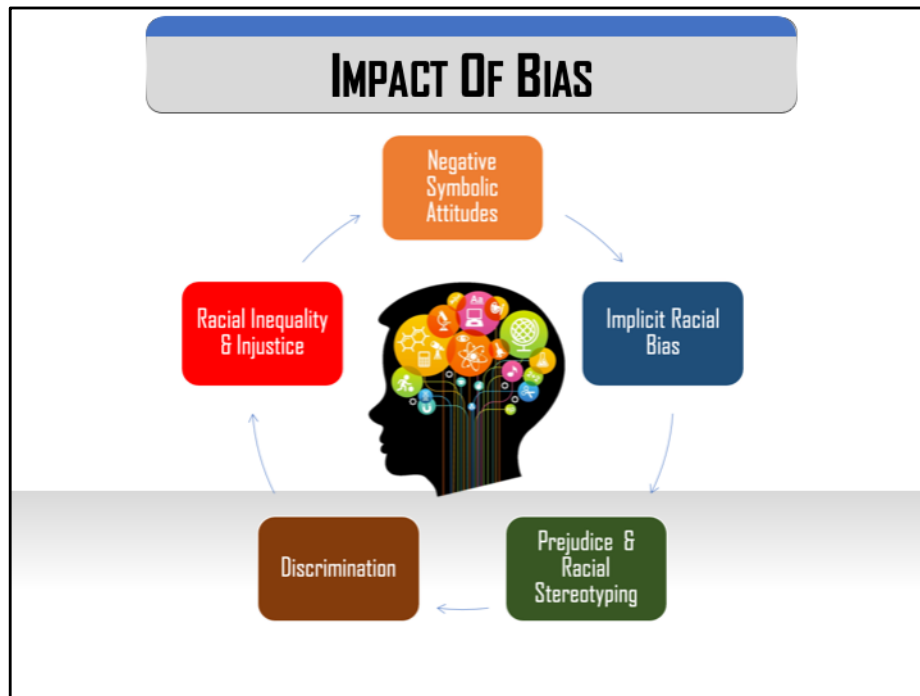


Diversity Equity & Inclusion



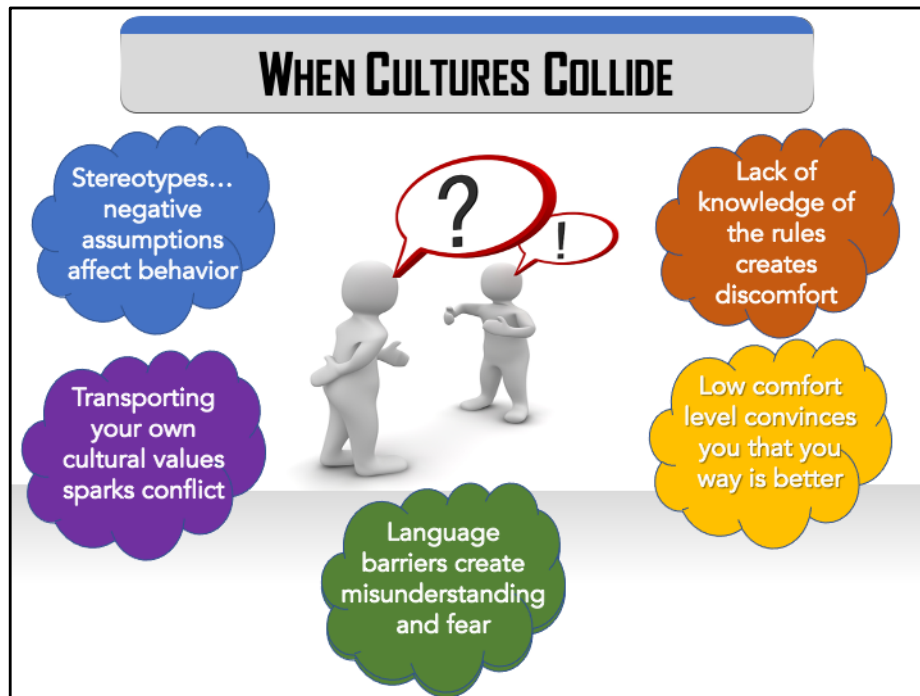
Here's the game plan for our second session.

Notes:



This is a good depiction of how the chain reaction we talked about last time eventually morphs into a entrenched system.

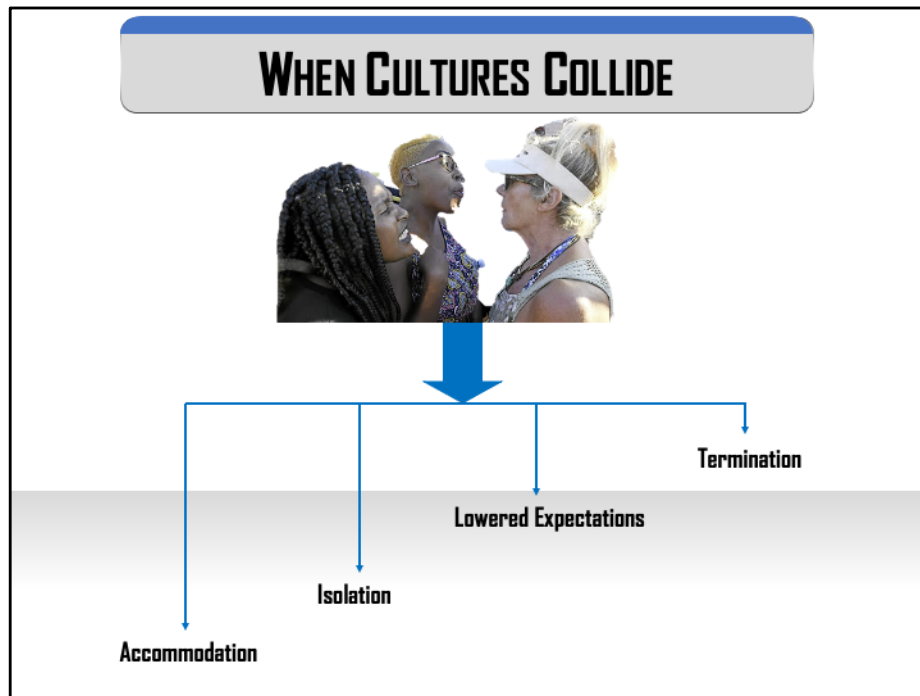
Notes:



Cultural collisions will be persist until there are easy opportunities to learn the “rules”.



Notes:



After after certain level of unproductive interaction, both sides often give up on making any headway. it just seems to take way too much energy.

Notes:



Here's an unfortunate example of how systemic bias gets entrenched with too often tragic consequences.

Notes:

EQUITY IS OPERATIONAL...



- Equity is a mindset and an analytical and strategic method for solving problems.
- It is a proactive, strategic approach to making systems work fairly and effectively to produce results people can feel in their lives.

Aspen Institute and Philanthropic Initiative for Racial Equity

The operational side of equity is based on gathering data and then disaggregating to pinpoint the issues..

Notes:

EQUITY IS ASPIRATIONAL...

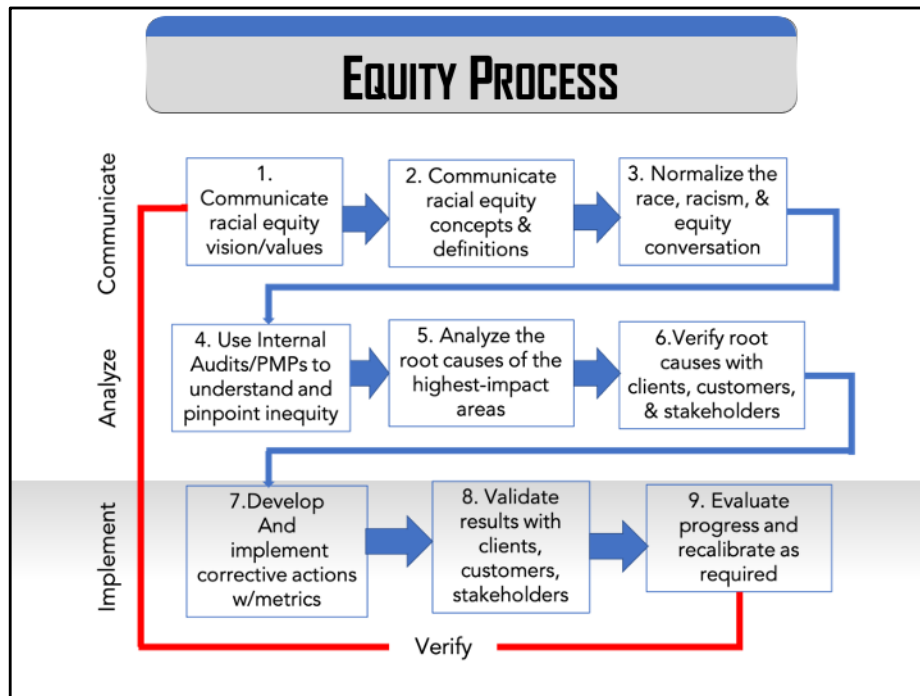


- Improved conditions and outcomes for marginalized people and communities
- Increased power to determine and sustain those improvements
- Greater integration, interaction, and interdependence across identities

Aspen Institute and Philanthropic Initiative for Racial Equity

The aspirational side of equity is based on the idea of getting to the root causes of inequity.

Notes:



It's helpful to develop a clear process and a overall work plan to move an equity initiative across the organization and then deep into its culture.

Notes:
